



Summary of Components, Timeline and Estimated Costs for the First Three Years of A+ Implementation in North Carolina

Introduction

The A+ Schools Program began in North Carolina in 1993 with two pilot schools that were the inspiration for the development of the current 46-school statewide network. Initial implementation is a three-year process, after which schools continue to work with A+ staff to collaboratively plan professional development to sustain and strengthen their A+ school over time. A+ also works with other states to develop large statewide A+ Networks similar to ours, or to develop one or two schools as pilot A+ schools for their district, region or state. We will assist you in planning the scope and development of your initiative.

Overview of Key Components of Implementation

A+ Institutes: While becoming an A+ school is a process that involves the entire school over several years, the key event that launches a school into their first year of A+ implementation is a five-day A+ Institute for all staff members. The Institute is conducted by our A+ Schools Program staff and designed to prepare your staff, including teachers, administrators, special area teachers and teacher assistants, to begin implementing the eight A+ Essentials™, the key philosophical commitments made by A+ schools. Nineteen years of program evaluations from teams of researchers and from participants have identified the five-day Institute as a transformative process and the primary change agent in becoming an A+ school.

In years two and three, schools attend a three-day, whole-school A+ Conference. In subsequent years schools attend a one, two or three-day Conference as needs and resources indicate.

Pre-Institute/Pre-application Meeting: Prior to submitting an application, potential new A+ schools participate in a mandatory Pre-Institute/Pre-application meeting conducted by A+ Schools Program staff and designed to assist schools in making an informed decision about becoming an A+ school. These are hands-on, experiential sessions that have proven to be a key step in developing the staff buy-in and level of commitment needed for successful implementation and sustainability of the program. Attendees from each school are assisting in creating a plan for sharing new information with their staff and gaining the required 85% school commitment prior to submitting an application.

On-site professional development: During each school year, A+ Schools Program staff conduct on-site professional development designed collaboratively with individual schools. Schools learn to conduct self-assessments to determine their particular needs and goals for each year.

A+ Network: One of the strengths of the A+ Schools Program is the networking of A+ schools that provides mutual support while they work to become successful arts-based schools. In North Carolina, and in other states with which we have worked, we have developed a strong A+ Schools Network that includes within it a network of A+ principals, coordinators and A+ Fellows (professional development facilitators) who meet at least twice annually to share successful practices and guide the Network.

Estimated Costs

Below is a timeline and overview of the estimated costs for professional development and participation in the A+ Schools Network. Please note that there could be subsidies or funding support available for schools entering the A+ Network that demonstrate financial need, and should funding be available, costs will be re-negotiated to reflect any available discount.

1. ESTIMATED COSTS OF PROFESSIONAL DEVELOPMENT

PLANNING AND PRE-INSTITUTES

- Information sessions for potential new A+ schools – Fall Regional Meetings
- Pre-Institute/Pre-Application Meeting for teams from potential A+ schools at a central location
- Planning meeting with senior A+ Schools Program staff via phone or on-site as needed

ESTIMATED TOTAL PLANNING COSTS - No Cost to School, Network Contribution \$ 00**

YEAR ONE

- Five-day Institute for entire school staff – summer
Estimated costs, not including **\$50 per participant** materials fee* 17,500
- On-site follow-up at school during school year
Estimated costs 5,000
- Spring and Fall A+ Leadership Meetings no cost
- Fall New A+ Teacher Training no cost
- Quarterly A+ Webinars no cost
- Pre-Conference Planning – spring no cost

ESTIMATED TOTAL YEAR ONE \$22,500

YEAR TWO

- Three-day Conference for entire school staff – summer
Estimated costs, not including **\$30 per participant** materials fee* 11,500
- On-site follow-up at school during school year
Estimated costs 4,200
- Spring and Fall A+ Leadership Meetings no cost
- Fall New A+ Teacher Training no cost
- Quarterly A+ Webinars no cost
- Pre-Conference Planning– spring no cost

ESTIMATED TOTAL YEAR TWO \$15,700

YEAR THREE

- Three-day Conference for entire school staff – summer
Estimated costs, not including **\$30 per participant** materials fee* 11,500
- On-site follow-up at each school during school year
Estimated costs 4,200
- Spring and Fall A+ Leadership Meetings no cost
- Fall New A+ Teacher Training no cost
- Quarterly A+ Webinars no cost

ESTIMATED TOTAL YEAR THREE \$15,700

ESTIMATED TOTAL THREE-YEAR IMPLEMENTATION **\$53,900

* **Materials costs** will vary depending on number of school staff, but average \$3,500-\$4,000 over the three-year implementation period

** **The A+ Schools Program contributes approximately \$10,000** in services and materials over the three-year implementation period.

2. ADDITIONAL PROFESSIONAL DEVELOPMENT COSTS

a. SUPPLIES AND MATERIALS

The cost of supplies and materials is charged at a per person rate per Summer Institute and Conference and is estimated at \$50 per person for year one and \$30 per person each year for years two and three. This includes the A+ Institute folder, workshop materials and general conference supplies. Schools should calculate this cost based on the number attending and add this to the total costs. Please note that these fees for supplies and materials do not include supplies to take back to school site such as musical instruments, arts supplies, etc., but rather are to cover the cost of summer institute materials and supplies.

b. BOARD AND LODGING FOR SCHOOL STAFF

If schools choose to do an out-of-town/overnight Institute, board and lodging is additional to the above costs listed for the Institute. For budgeting purposes, for the five day Institute, estimate \$90 per day (\$450 total) for each person attending. This is the rate for double occupancy of hotel rooms and includes all meals and breaks during the five days.

c. MILEAGE, TRAVEL EXPENSES AND STIPENDS FOR SCHOOL STAFF

Other budget items paid with school funds could include reimbursement for mileage and travel expenses, and payment of stipends to those attending the Institute, based on the usual policy of each school.

3. NORTH CAROLINA NETWORK ACTIVITIES

Other costs to the school after the Summer Institute are the expenses of participating in A+ Network activities. While all registration costs for meetings are a Network benefit, the school should budget for travel and expenses as follows:

TIMELINE

1. Fall – Statewide A+ Leadership Meeting and New Teacher Training
 - a. One-day leadership meeting attended by A+ principals and coordinators from each school, usually held in the Triangle area
 - b. One-day New Teacher Training for teachers who are new to an A+ school or who were unable to attend a summer Institute or Conference, held in conjunction with the A+ Leadership Meeting
2. Spring – Regional A+ Leadership Meetings in 2 regions of North Carolina
3. Quarterly – A+ Webinars

COSTS

1. Meeting costs covered by A+ Schools Program:
 - a. Costs of the Network meetings, including facilitation by program staff (Program Director and A+ Fellows), meeting space, materials and lunch
 - b. Professional development costs of the New Teacher Training, including trainers, meeting space, materials and lunch
 - c. Costs for substitute teachers so staff can attend Network meetings
 - d. Costs for overnight accommodations (double occupancy) for those traveling long distance
2. Meeting costs covered by each A+ school:
 - a. Travel expenses to attend Network meetings (mileage, additional meals)
 - b. Costs for teacher stipends if applicable
3. Other costs to be negotiated:
 - a. Additional professional development, coaching or support
 - b. A+ Network special events or statewide conferences – registration costs for these special events or conferences are dramatically reduced for A+ schools as a Network benefit and generally cover a portion of meals and supply costs. A+ also works with schools to find affordable lodging in the conference area.